

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**  
**D.C. Office of Personnel**

**District Personnel Manual Issuance System**

**DPM Bulletin No. 12-217**

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Chapter (s) 12

**SUBJECT:** Schedules of Legal Public Holidays  
for Calendar Years **2006** and **2007**

**Date:** November 7, 2005

Section 1202 of the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-612.02) (2005 Supp.) establishes the legal public holidays for the District government.

This bulletin provides the holiday schedules for calendar years **2006** and **2007**.

The legal public holidays for calendar years **2006** and **2007** for District government employees whose basic workweek is Monday through Friday are as follows:

<b>CALENDAR YEAR 2006 HOLIDAYS</b>	<b>CALENDAR YEAR 2007 HOLIDAYS</b>
New Year's Day, <b>Monday</b> , January 2, 2006 <sup>1</sup>	New Year's Day, <b>Monday</b> , January 1, 2007
Dr. Martin Luther King, <b>Monday</b> , January 16, 2006	Dr. Martin Luther King, <b>Monday</b> , January 15, 2007
Washington's Birthday, <b>Monday</b> , February 20, 2006	Washington's Birthday <b>Monday</b> , February 19, 2007
Memorial Day, <b>Monday</b> , May 29, 2006	Memorial Day, <b>Monday</b> , May 28, 2007
Independence Day, <b>Tuesday</b> , July 4, 2006	Independence Day, <b>Wednesday</b> , July 4, 2007
Labor Day, <b>Monday</b> , September 4, 2006	Labor Day, <b>Monday</b> , September 3, 2007
Columbus Day, <b>Monday</b> , October 9, 2006	Columbus Day, <b>Monday</b> , October 8, 2007
Veterans Day, <b>Friday</b> , November 10, 2006 <sup>2</sup>	Veterans Day, <b>Monday</b> , November 12, 2007 <sup>3</sup>
Thanksgiving Day, <b>Thursday</b> , November 23, 2006	Thanksgiving Day, <b>Thursday</b> , November 22, 2007
Christmas Day, <b>Monday</b> , December 25, 2006	Christmas Day, <b>Tuesday</b> , December 25, 2007

<sup>1</sup> The legal public holiday is Sunday, January 1, 2006. By law, when the holiday falls on a Sunday, it is observed on the Monday following the holiday.

<sup>2</sup> The legal public holiday is Saturday, November 11, 2006. By law, when the holiday falls on a Saturday, it is observed on the Friday preceding the holiday.

<sup>3</sup> The legal public holiday is Sunday, November 11, 2007. By law, when the holiday falls on a Sunday, the holiday is observed on the Monday following the holiday.

**Note:** DPM Bulletins that are strictly procedural in nature have direct applicability only to agencies and employees under the personnel authority of the Mayor. Other personnel authorities or independent agencies may adopt any or all of these procedures or guidance materials for agencies and employees under their respective jurisdictions. [See DPM Chapter 2, Part II, Subpart I, § 1.3.]

**Inquiries:** DCOP, Office of Policy, (202) 442-9644

**Distribution:** Heads of Departments and Agencies, HR Advisors and DPM Subscribers

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- a. Department and agency heads (or their designees) are responsible for ensuring that employees in their respective agencies are informed of the provisions of this bulletin.
- b. In addition to the above legal public holidays, the Mayor (or his or her designee) may specify other days or portions of a day as nonworkdays.
- c. All employees are entitled to legal public holidays or “in-lieu-of” days as the established holidays, with the exception of:
  - (1) Temporary wage employees (those paid on an hourly rate) with appointments limited to less than ninety (90) days, or who have not been employed for a continuous period of ninety (90) days under one (1) or more appointments without a break in service;
  - (2) Employees (including Excepted Service Experts and Consultants) who do not have a regularly scheduled tour of duty; and
  - (3) Employees paid by stipend.
- d. Effect of Leave Status:
  - (1) An employee on leave with pay for a period that includes a holiday is not charged leave for the holiday.
  - (2) An employee in a nonpay status (FMLA, LWOP, AWOL, suspension, etc.) the last hour of a regular tour of duty immediately before a holiday and the first hour immediately after the holiday, is not entitled to pay for that holiday unless the employee works on the holiday. In addition, an employee scheduled for “approved” nonpay status on a holiday is not entitled to pay for that holiday.
- e. Determining Holidays (except for employees of the Firefighting Division of the Fire and Emergency Medical Services Department):
  - (1) Whenever a holiday falls on a workday in the basic workweek of Monday through Friday, the workday is a holiday.
  - (2) Whenever a holiday falls on a nonworkday of the basic Monday through Friday workweek, the holiday is the Monday following a legal holiday occurring on Sunday, or is the Friday immediately preceding a legal holiday occurring on a Saturday.
  - (3) When a holiday falls on a nonworkday of a workweek which is not Monday through Friday, the **In-Lieu-of Schedule** attached to this bulletin is to be used to determine the holiday.

- (4) For a part-time employee, whenever a holiday or a day designated as a holiday falls on the employee's regularly scheduled workday that is the holiday for that employee. No in-lieu-of day is authorized for a part-time employee if a holiday falls on that employee's nonworkday.
- (5) When a holiday falls on a nonworkday of a basic workweek which includes six days, the holiday is the day immediately preceding the legal holiday.
- f. The day to be treated as a holiday for an employee (including one in a 24-hour facility) who is regularly scheduled to work on days other than Monday through Friday and whose days off are **not listed on the In-Lieu-of Schedules**, or for a employee of the Firefighting Division of the Fire and Emergency Medical Services Department is determined as follows:
  - (1) When a holiday falls on a workday in a basic workweek of the employee, that day is the holiday for the employee.
  - (2) When a holiday falls on a nonworkday, the first scheduled workday following that nonworkday is considered the legal holiday.
- g. Clarification of Entitlement to Holiday Pay for all Employees:

An employee who is scheduled to work on a holiday and does not receive an in-lieu-of day will be paid holiday pay for that day. Holiday pay will be paid only for work actually performed for a maximum of eight (8) hours. Any work performed over eight (8) hours will be compensated at applicable overtime rates.

### **In-Lieu-of Schedules**

The in-lieu-of schedules contained in the attachments to this bulletin are applicable to all covered employees, except employees covered by paragraph 4 (f) above and, in some instances, uniformed members of the Metropolitan Police Department. The schedules are to be used only for employees whose workweek is other than Monday through Friday and when the employees' regularly scheduled day off falls on the legal public holiday.

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Lisa R. Marin, SPHR  
Director of Personnel

Attachments: Schedules of "In-Lieu-of" Days for Holiday, Pay and Leave Purposes for Calendar Year 2006 and Calendar Year 2007

## SCHEDULE OF “IN-LIEU-OF” DAYS FOR HOLIDAY, PAY AND LEAVE PURPOSES FOR CALENDAR YEAR 2006

<b><u>MONDAY HOLIDAYS</u></b> <b><u>(2006)</u></b>	<b>NEW YEAR’S DAY</b>	<b>MONDAY, JANUARY 2, 2006</b>
	<b>DR. MARTIN LUTHER KING, JR’S BIRTHDAY</b>	<b>MONDAY, JANUARY 16, 2006</b>
	<b>WASHINGTON’S BIRTHDAY</b>	<b>MONDAY, FEBRUARY 20, 2006</b>
	<b>MEMORIAL DAY</b>	<b>MONDAY, MAY 29, 2006</b>
	<b>LABOR DAY</b>	<b>MONDAY, SEPTEMBER 4, 2006</b>
	<b>COLUMBUS DAY</b>	<b>MONDAY, OCTOBER 9, 2006</b>
	<b>CHRISTMAS DAY</b>	<b>MONDAY, DECEMBER 25, 2006</b>

The following days are to be considered holidays for employees whose regularly scheduled day off falls on the above Monday holidays:

<b>DAYS OFF</b>	<b>HOLIDAY</b>	<b>NEW YEAR’S DAY</b>	<b>KING’S BIRTHDAY</b>	<b>WASHINGTON’S BIRTHDAY</b>	<b>MEMORIAL DAY</b>
Sunday and Monday	Saturday	December 31, 2005	January 14, 2006	February 18, 2006	May 27, 2006
Monday and Tuesday	Sunday	January 1, 2006	January 15, 2006	February 19, 2006	May 28, 2006
Monday and Wednesday	Sunday	January 1, 2006	January 15, 2006	February 19, 2006	May 28, 2006
Monday and Thursday	Sunday	January 1, 2006	January 15, 2006	February 19, 2006	May 28, 2006
Monday and Friday	Sunday	January 1, 2006	January 15, 2006	February 19, 2006	May 28, 2006
Monday and Saturday	Sunday	January 1, 2006	January 15, 2006	February 19, 2006	May 28, 2006

<b>DAYS OFF</b>	<b>HOLIDAY</b>	<b>LABOR DAY</b>	<b>COLUMBUS DAY</b>	<b>CHRISTMAS DAY</b>
Sunday and Monday	Saturday	September 2, 2006	October 7, 2006	December 23, 2006
Monday and Tuesday	Sunday	September 3, 2006	October 8, 2006	December 24, 2006
Monday and Wednesday	Sunday	September 3, 2006	October 8, 2006	December 24, 2006
Monday and Thursday	Sunday	September 3, 2006	October 8, 2006	December 24, 2006
Monday and Friday	Sunday	September 3, 2006	October 8, 2006	December 24, 2006
Monday and Saturday	Sunday	September 3, 2006	October 8, 2006	December 24, 2006

Monday will be the holiday for employees who are regularly scheduled to work Monday through Friday.

<b><u>TUESDAY HOLIDAY</u></b> <b>(2006)</b>	<b>INDEPENDENCE DAY</b>	<b>TUESDAY, JULY 4, 2006</b>
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The following days are to be considered holidays for those employees whose regularly scheduled day off falls on the above Tuesday holiday:

<b>DAYS OFF</b>	<b>HOLIDAY</b>	<b>INDEPENDENCE DAY</b>
Sunday and Tuesday	Monday	July 3, 2006
Monday and Tuesday	Wednesday	July 5, 2006
Tuesday and Wednesday	Monday	July 3, 2006
Tuesday and Thursday	Monday	July 3, 2006
Tuesday and Friday	Monday	July 3, 2006
Tuesday and Saturday	Monday	July 3, 2006

Tuesday will be the holiday for employees who are regularly scheduled to work Monday through Friday.

<b><u>THURSDAY HOLIDAY</u></b> <b>(2006)</b>	<b>THANKSGIVING DAY</b>	<b>THURSDAY, NOVEMBER 23, 2006</b>
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The following days are to be considered holidays for those employees whose regularly scheduled day off falls on the above Thursday holiday:

<b>DAYS OFF</b>	<b>HOLIDAY</b>	<b>Thanksgiving Day</b>
Sunday and Thursday	Wednesday	November 22, 2006
Monday and Thursday	Friday	November 24, 2006
Tuesday and Thursday	Friday	November 24, 2006
Wednesday and Thursday	Friday	November 24, 2006
Thursday and Friday	Wednesday	November 22, 2006
Thursday and Saturday	Wednesday	November 22, 2006

Thursday will be the holiday for employees who are regularly scheduled to work Monday through Friday.

<b><u>FRIDAY HOLIDAY</u></b> <b>(2006)</b>	<b>VETERANS DAY</b>	<b>FRIDAY, NOVEMBER 10, 2006</b>
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The following days are to be considered holidays for employees whose regularly scheduled day off falls on the above Friday holidays:

<b>DAYS OFF</b>	<b>HOLIDAY</b>	<b>Veterans Day</b>
<b>Sunday and Friday</b>	<b>Thursday</b>	<b>November 9, 2006</b>
<b>Monday and Friday</b>	<b>Saturday</b>	<b>November 11, 2006</b>
<b>Tuesday and Friday</b>	<b>Saturday</b>	<b>November 11, 2006</b>
<b>Wednesday and Friday</b>	<b>Saturday</b>	<b>November 11, 2006</b>
<b>Thursday and Friday</b>	<b>Saturday</b>	<b>November 11, 2006</b>
<b>Friday and Saturday</b>	<b>Thursday</b>	<b>November 9, 2006</b>

**Friday will be the holiday for employees who are regularly scheduled to work Monday through Friday.**

## SCHEDULE OF “IN-LIEU-OF” DAYS FOR HOLIDAY, PAY AND LEAVE PURPOSES FOR CALENDAR YEAR 2007

<b><u>MONDAY HOLIDAYS</u></b> <b><u>(2007)</u></b>	<b>NEW YEAR’S DAY</b>	<b>MONDAY, JANUARY 1, 2007</b>
	<b>DR. MARTIN LUTHER KING, JR.’S BIRTHDAY</b>	<b>MONDAY, JANUARY 15, 2007</b>
	<b>WASHINGTON’S BIRTHDAY</b>	<b>MONDAY, FEBRUARY 19, 2007</b>
	<b>MEMORIAL DAY</b>	<b>MONDAY, MAY 28, 2007</b>
	<b>LABOR DAY</b>	<b>MONDAY, SEPTEMBER 3, 2007</b>
	<b>COLUMBUS DAY</b>	<b>MONDAY, OCTOBER 8, 2007</b>
	<b>VETERANS DAY</b>	<b>MONDAY, NOVEMBER 12, 2007</b>

The following days are to be considered holidays for employees whose regularly scheduled day off falls on the above Monday holidays:

<b>DAYS OFF</b>	<b>HOLIDAY</b>	<b>NEW YEAR’S DAY</b>	<b>KING’S BIRTHDAY</b>	<b>WASHINGTON’S BIRTHDAY</b>	<b>MEMORIAL DAY</b>
<b>Sunday and Monday</b>	<b>Saturday</b>	<b>December 30, 2006</b>	<b>January 13, 2007</b>	<b>February 17, 2007</b>	<b>May 26, 2007</b>
<b>Monday and Tuesday</b>	<b>Sunday</b>	<b>December 31, 2006</b>	<b>January 14, 2007</b>	<b>February 18, 2007</b>	<b>May 27, 2007</b>
<b>Monday and Wednesday</b>	<b>Sunday</b>	<b>December 31, 2006</b>	<b>January 14, 2007</b>	<b>February 18, 2007</b>	<b>May 27, 2007</b>
<b>Monday and Thursday</b>	<b>Sunday</b>	<b>December 31, 2006</b>	<b>January 14, 2007</b>	<b>February 18, 2007</b>	<b>May 27, 2007</b>
<b>Monday and Friday</b>	<b>Sunday</b>	<b>December 31, 2006</b>	<b>January 14, 2007</b>	<b>February 18, 2007</b>	<b>May 27, 2007</b>
<b>Monday and Saturday</b>	<b>Sunday</b>	<b>December 31, 2006</b>	<b>January 14, 2007</b>	<b>February 18, 2007</b>	<b>May 27, 2007</b>

<b>DAYS OFF</b>	<b>HOLIDAY</b>	<b>LABOR DAY</b>	<b>COLUMBUS DAY</b>	<b>VETERANS DAY</b>
<b>Sunday and Monday</b>	<b>Saturday</b>	<b>September 1, 2007</b>	<b>October 6, 2007</b>	<b>November 10, 2007</b>
<b>Monday and Tuesday</b>	<b>Sunday</b>	<b>September 2, 2007</b>	<b>October 7, 2007</b>	<b>November 11, 2007</b>
<b>Monday and Wednesday</b>	<b>Sunday</b>	<b>September 2, 2007</b>	<b>October 7, 2007</b>	<b>November 11, 2007</b>
<b>Monday and Thursday</b>	<b>Sunday</b>	<b>September 2, 2007</b>	<b>October 7, 2007</b>	<b>November 11, 2007</b>
<b>Monday and Friday</b>	<b>Sunday</b>	<b>September 2, 2007</b>	<b>October 7, 2007</b>	<b>November 11, 2007</b>
<b>Monday and Saturday</b>	<b>Sunday</b>	<b>September 2, 2007</b>	<b>October 7, 2007</b>	<b>November 11, 2007</b>

Monday will be the holiday for employees who are regularly scheduled to work Monday through Friday.

<b><u>TUESDAY HOLIDAY</u></b> <b><u>(2007)</u></b>	<b>CHRISTMAS DAY</b>	<b>TUESDAY, DECEMBER 25, 2007</b>
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DAYS OFF	HOLIDAY	CHRISTMAS DAY
Sunday and Tuesday	Monday	December 24, 2007
Monday and Tuesday	Wednesday	December 26, 2007
Tuesday and Wednesday	Monday	December 24, 2007
Tuesday and Thursday	Monday	December 24, 2007
Tuesday and Friday	Monday	December 24, 2007
Tuesday and Saturday	Monday	December 24, 2007

Tuesday will be the holiday for employees who are regularly scheduled to work Monday through Friday.

<b><u>WEDNESDAY HOLIDAY</u></b> <b><u>(2007)</u></b>	<b>INDEPENDENCE DAY</b>	<b>WEDNESDAY, JULY 4, 2007</b>
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The following days are to be considered holidays for those employees whose regularly scheduled day off falls on the above Wednesday holiday:

DAYS OFF	HOLIDAY	INDEPENDENCE DAY
Sunday and Wednesday	Tuesday	July 3, 2007
Monday and Wednesday	Thursday	July 5, 2007
Tuesday and Wednesday	Thursday	July 5, 2007
Wednesday and Thursday	Tuesday	July 3, 2007
Wednesday and Friday	Tuesday	July 3, 2007
Wednesday and Saturday	Tuesday	July 3, 2007

Wednesday will be the holiday for employees who are regularly scheduled to work Monday and Friday.

<b><u>THURSDAY HOLIDAY</u></b> <b><u>(2007)</u></b>	<b>THANKSGIVING DAY</b>	<b>THURSDAY, NOVEMBER 22, 2007</b>
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The following days are to be considered holidays for those employees whose regularly scheduled day off falls on the above Thursday holiday:

DAYS OFF	HOLIDAY	Thanksgiving Day
Sunday and Thursday	Wednesday	November 21, 2007
Monday and Thursday	Friday	November 23, 2007
Tuesday and Thursday	Friday	November 23, 2007
Wednesday and Thursday	Friday	November 23, 2007
Thursday and Friday	Wednesday	November 21, 2007
Thursday and Saturday	Wednesday	November 21, 2007